



July 14, 1998

To Whom it May Concern:

I am writing this letter of reference on behalf of **Nelson O. Wax**, who was employed with the Industrial Technology Assistance Corporation (ITAC) for a three year period, from January 1995 until December 1997.

Mr. Wax worked in our organization as a ***Project Engineer & Manager***, Continuous Improvement Programs. In this capacity, his role was to assess, develop and implement a wide range and variety of Total Quality Management (TQM), Continuous Improvement (CI), and related programs that assisted manufacturing firms to work toward, achieve and maintain the highest standards of quality throughout every aspect of their operations.

In this and all his endeavors at ITAC, Mr. Wax succeeded admirably. His work performance, professionalism, demeanor, dedication, and technical knowledge were nothing short of exemplary in all aspects. His teamwork and teambuilding orientation were truly valuable assets to ITAC's professional staff, and his willingness to work toward important organizational goals in an intense, highly focused and logically structured manner were characteristics admired by his colleagues and superiors alike.

I would, therefore, recommend Mr. Wax without hesitation for any suitable high-level managerial/operational position which is currently available with your organization.

Should you require additional information concerning this former employee, please contact the undersigned at (212) 240-6920, ex. 4007.

Very truly yours,

Charles J. Priolo

Manager of Human Resources & Training